

# Utah Labor Commission



ACHIEVING SAFETY IN UTAH'S WORKPLACES AND FAIRNESS  
IN EMPLOYMENT AND HOUSING

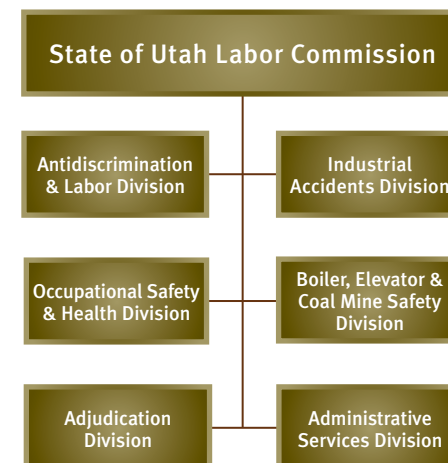




## Who We Are / What We Do

The Utah Labor Commission is the regulatory agency responsible for preserving the balance established by the legislature for protecting the health, safety, and economic well-being of employees and employers. It is a multi-division state agency directed by a Commissioner who is appointed by the Governor. The Commissioner oversees the various functions of the divisions within the Commission.

## Organization



## Statutes and Rules

Administered by the Labor Commission

- ▶ Utah Labor Laws
- ▶ Utah Antidiscrimination Act
- ▶ Workers' Compensation Act
- ▶ Utah Occupational Disease Act
- ▶ Utah Boiler Inspection Law, Part One
- ▶ Utah Elevator and Escalator Act, Part Two
- ▶ Utah Occupational Safety & Health Act
- ▶ Utah Injured Worker Reemployment Act
- ▶ Coal Mining Safety Act
- ▶ Utah Fair Housing Act
- ▶ Administrative Rules





## Antidiscrimination & Labor Division (UALD)

(801) 530-6801 or Toll Free (800) 222-1238.

**Employment Discrimination:** UALD enforces laws prohibiting discrimination in employment based on:

- ▶ Race
- ▶ Sex
- ▶ National origin
- ▶ Age (*over 40*)
- ▶ Color
- ▶ Pregnancy
- ▶ Disability
- ▶ Religion

**Housing Discrimination:** UALD enforces laws prohibiting discrimination in the renting, purchasing or financing of housing based on:

- ▶ Race
- ▶ Sex
- ▶ Disability
- ▶ Religion
- ▶ Color
- ▶ National origin
- ▶ Familial status (*families with children under 18*)
- ▶ Source of income (*government assistance*)

**Wage Claim Unit:** UALD enforces Utah's labor laws regarding:

- ▶ Payment of wages
- ▶ Employment of minors
- ▶ Minimum wage
- ▶ Protection against retaliation for asserting rights protected by these laws

**Mediation:** UALD provides free mediation services for any complaints filed with UALD.





## Industrial Accidents Division

(801) 530-6800 or Toll Free (800) 530-5090

Workers' Compensation insurance is required for all businesses operating in Utah. This Division is responsible for enforcing 1) Utah's laws requiring that businesses provide this insurance for their employees, and 2) assisting in resolving disputes between injured employees, their employers and the insurance companies.

**Compliance Section:** Enforces the requirement that employers have workers' compensation coverage for employees. It does this through providing information about coverage requirements to employers as well as investigating and assessing fines for employers who do not maintain workers' compensation coverage for employees.

**Claims Section:** Assists injured workers in resolving any disputes that they may have regarding their workers' compensation claims. Helps employers and employees understand the workers' compensation system. The claims section also handles state requirements for filing on-the-job injury information.

**Mediation:** The division provides free mediation services for disputes between injured workers, their employers and workers compensation insurance providers.

**To find if your employer or your company provides the required workers compensation insurance,** go to our website at [laborcommission.utah.gov](http://laborcommission.utah.gov) and click on this logo.







## Boiler, Elevator & Coal Mine Safety Division

Salt Lake Office (801) 530-6850 or Toll Free (800) 530-5090

Price Office (435) 636-1465 or Toll Free (888) 9UT-MINE

The Division's challenge is to apply appropriate engineering and inspection standards to ensure the safety of Utah's boilers, pressure vessels, elevators and escalators. The Division also oversees Utah's Office of Coal Mine Safety.

**Boiler/Pressure Vessel Inspection:** The Division is responsible for the safety inspection of an estimated 80,000 pressure vessels and 25,000 boilers in Utah.

**Elevator Inspection:** The Division is responsible for the safety inspection of approximately 8,500 elevators and escalators in Utah.

**Coal Mine Safety:** In Price, Utah, the Office of Coal Mine Safety partners with stakeholders in the coal-mining industry to promote safety for Utah's coal miners. The Office works with its Mine Safety Technical Advisory Council to focus the state's effort in mine safety.

The office administers five different certifications tests: Underground Electrician, Surface Electrician, Fire Boss, Underground Foreman and Surface Foreman. Free study guides, test applications and test dates are available on our web site: [www.laborcommission.utah.gov](http://www.laborcommission.utah.gov). When there, click on Services and select Coal Miner Certification from the drop down list.





## Utah Occupational Safety & Health Division (UOSH)

(801) 530-6901 or Toll Free (800) 530-5090

The mission of UOSH (also known as Utah OSHA) is to achieve compliance and provide assistance with workplace safety and health in Utah. Through an agreement with the federal government, it has assumed the federal OSHA (Occupational Safety and Health Administration) responsibility to implement, establish and enforce occupational safety and health standards in Utah.

Employers in Utah are required to provide a place of employment free from recognized hazards that can cause physical harm to employees. Employees also have the right to notify their employers or UOSH of unsafe or unhealthful conditions in their workplace, without the fear of retaliation.

**Consultation Section:** Assists employers with safety surveys, training, reviews and technical assistance are provided free and confidentially to employers who have less than 250 employees. These services are performed only at the employer's request and are provided without risk of citations or penalties.

**Compliance Section:** Enforces the requirements to provide a safe place to work. UOSH inspects workplaces for non-compliance with safety and health regulations and is authorized to issue citations and penalties for violations to those regulations.





## Adjudication Division

(801) 530-6800 or Toll Free (800) 530-5090

The Adjudication Division consists of seven administrative law judges and support staff, including a judge and clerk located in Parowan. The Division conducts formal administrative hearings to resolve disputes arising from:

- ▶ Workers' compensation claims and employer penalties
- ▶ UALD employment discrimination determinations
- ▶ UOSH penalty citations

## Workplace Safety Grant Program

The purpose of the grant is to identify businesses, educational institutions and community agencies with a desire to implement either new or existing safety programs in the workplace, by improving awareness of workplace safety through workshops, OSHA training, specialized safety initiatives and by promoting collaborative safety training between organizations.

The funding for this program comes from monies appropriated by the Legislature from an assessment of workers' compensation premiums paid annually in Utah. **Grant proposals are accepted every year around the month of April.**

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If you are interested in submitting a request for a grant or for more information, visit our website [www.laborcommission.utah.gov](http://www.laborcommission.utah.gov)



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(801) 530-6800 | Toll free instate: (800) 530-5090 | [www.laborcommission.utah.gov](http://www.laborcommission.utah.gov)  
**Business Hours** | Monday thru Friday, 8:00 am to 5:00 pm or Visit our website